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ABSTRACT

Membership, finances, general fund budgets, collective bargaining, state conferences, the Equal Rights Amendment, public school science, salaries, censure, the Moynihan award, and the Reagan budget cuts were addressed at the 67th Annual Meeting of the American Association of University Professors (AAUP). The Reagan Administration's proposed budget cuts are condemned for jeopardizing equal opportunity and access to education. Active AAUP membership as of June 11, 1981, totaled 66,774, an increase of 9,612 since January 1981. The AAUP budget moved from a large deficit in 1979 to a surplus in 1980, and a surplus is projected for 1981. AAUP chapters at 57 institutions consisting of 104 campuses, hold collective bargaining rights. The association's chief targets for winning bargaining elections in the coming year are the Twin Cities campus of the University of Minnesota with more than 2,200 faculty, and the 19-campus California State College and Universities System with some 21,000 faculty. The 44-member assembly of state conferences criticized the difficulty of enrolling younger faculty members due to competition from the National Education Association and the American Federation of Teachers. The assembly succeeded in establishing a reduced membership fee for nontenured faculty for the first two years of academic employment. The AAUP unanimously adopted a resolution calling on state governments to reject "creation-science" legislation that requires "balanced treatment" of "creation-science" and evolution in public schools. AAUP statistics show that the average salary of instructional personnel from universities to two-year colleges for 1980 to 1981 was $23,650. (CC)

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REPORT ON THE 67TH ANNUAL MEETING OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.
JUNE 12-13, 1981

FOR OFFICERS AND STAFF OF THE
NATIONAL EDUCATION ASSOCIATION
AND ITS AFFILIATED ORGANIZATIONS

By
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Members of the American Association of University Professors (AAUP) discoursed as soberly as ever at their 67th annual meeting. Indeed, the proceedings were about as exciting as artificial insemination. But they did not profess traditional professionalism so much as they discussed the nuts-and-bolts of membership, finances, collective bargaining and Reaganomics.

MEMBERSHIP

Active membership in the American Association of University Professors, as of June 11, 1981, totaled 66,774. That represented an increase of 9,612 over the figure for Jan. 1, 1981, the end of the membership year. That was due almost in toto to the AAUP's affiliation last February 27 with the Professional Staff Congress (PSC), an affiliate of the American Federation of Teachers (AFT), which is the bargaining agent for 14,000 professors at the City University of New York (CUNY). The PSC affiliation added approximately 8,700 members to the AAUP rolls. PSC picked up 505.

The number of active members grew during 1980 by 1,207. (See table, Active Membership as of January 1, pages 2 and 3.) The AAUP has targeted California, Indiana, Tennessee and Texas for concentrated membership development in 1981-82. Recruitment will be emphasized in private institutions.

In addition to active members, the Professors, as of last January, had 2,153 graduate members, 4,354 emeriti, 1,051 associates, 1,186 public and 1,038 nonmembers who paid agency shop fees to local AAUP chapters.

AAUP members are drawn from almost 1,400 chapters and 44 state conferences.

Objection to PSC Affiliation

A number of AAUP members in CUNY objected to the Association-PSC affiliation. One objection was that the agreement was made by the national organization without "timely and adequate" discussion with the CUNY council, and that the arrangement made individual chapters within CUNY subordinate to the PSC.

President Richard Nachtsheim of the New York Conference argued that the affiliation agreement should not have been approved without the agreement of AAUP members in CUNY, the State University of New York (SUNY), and the independent colleges and universities.

Collaboration with NEA and AFT Welcomed

"In regard to relations between AAUP and the higher education affiliates of the AFT and NEA," he wrote in a newsletter distributed at the meeting, "I have long held the view that cooperation among these faculty organizations in New York State and throughout the nation is necessary if faculty are

ACTIVE MEMBERSHIP AS OF JANUARY 1

Conference	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
Alabama	760	715	605	607	577	560	491	429	379	345
Arizona	551	500	439	468	469	455	455	432	415	359
Arkansas	417	399	371	394	381	364	337	292	257	292(3)
California	4875	4427	3804	3750	3812	3657	3439	3200	3331	2732
Colorado	796	707	576	530	488	495	457	440	405	349
[CFA									2884	5878]
Conn.	1421	1275	1098	1314	1299	2460	2780	2984	3025	3118
Florida	1672	1472	1205	1220	1074	818	671	635	586	511
Georgia	1375	1296	1092	1114	1352	1440	1337	1213	1194	1068
Idaho	241	196	154	145	143	127	116	116	108	95
Illinois	3973	3687	3147	3305	3145	2998	2587	2317	2125	1926
Indiana	2174	2024	1837	1640	1607	1547	1419	1314	1157	1070
Iowa	1399	1183	962	919	934	1009	961	950	866	870
Kansas	868	780	663	608	577	517	486	448	410	382
Kentucky	1114	989	836	874	869	851	832	780	717	642
Louisiana	959	862	740	712	722	712	715	657	569	488
Maine	475	407	342	305	277	247	223	164	122	89
Maryland	1761	1759	1524	1612	1468	1401	1310	1163	1020	864
Mass.	3458	3079	2677	2630	2536	2374	2152	2027	2142	1969
Michigan	2855	3261	2987	3170	3382	3527	3724	3771	3725	3763
Minn.	1420	1203	1043	1005	941	857	823	757	731	639
Mississ.	414	379	309	323	307	271	261	256	242	194
Missouri	1721	1552	1355	1268	1203	1148	1048	944	905	786
Montana	285	267	219	210	235	263	236	210	212	156
Nebraska	539	478	387	373	373	384	372	414	409	405
N. Hamp.	462	446	360	332	319	294	278	246	213	189
N. Jersey	2690	2791	2642	3016	3151	3165	3071	3132	3132	3038
N. Mexico	442	395	337	317	299	255	234	217	200	153
New York	9380	8492	7310	7109	6665	6257	6039	5579	5204	4554
No. Carol.	2012	1818	1640	1637	1570	1503	1432	1292	1179	1008
N. Dakota	287	271	246	290	244	195	180	179	176	134
Ohio	3957	3668	3221	3001	2923	3086	3188	3180	3131	2993
Oklahoma	586	537	468	399	411	416	416	377	350	286
Oregon	1193	1019	852	710	680	641	587	706	669	644
Penn.	5727	4913	4382	4366	4175	4146	3834	3522	6975	6567
R. I.	517	643	621	642	658	630	613	585	563	560

ACTIVE MEMBERSHIP AS OF JANUARY 1

	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
So. Carol.	628	600	544	584	591	584	573	512	434	378
So. Dakota	211	168	125	102	100	83	70	52	56	46
Tennessee	1316	1171	973	944	957	931	848	776	814	669
Texas	2828	2628	2362	2338	2280	2198	2119	1972	1751	1538
Utah	381	345	268	283	284	263	234	220	212	195
Vermont	330	337	276	225	201	170	153	140	132	108
Virginia	1796	1734	1568	1582	1511	1446	1340	1278	1122	825
Washingtn	1225	1113	1037	984	933	929	897	803	748	689
W. Va.	653	622	555	501	476	451	430	373	322	252
Wisconsin	1653	1495	1236	1136	1056	1014	922	859	761	674
Non-Conf. States										
Alaska	91	67	41	50	52	48	33	29	24	20
Delaware	194	198	225	243	293	296	302	321	347	329
Dist. Col.	966	943	849	871	866	864	877	817	698	579
Hawaii	327	286	225	204	1462	1743	1799	1689	1629	1986
Nevada	124	106	89	67	56	52	55	47	37	35
Wyoming	91	72	59	51	53	46	41	32	24	23
Total	75,590	69,775	60,893	60,480	60,437	60,188	57,797	54,848	55,955	57,162
Total June 11, 1981										66,774

MEMBERSHIP CHANGES, APRIL 1, 1980--APRIL 1, 1981

A. Regionalism

Northeast:	Connecticut	3067
	Massachusetts	1986
	New York	13339
	New Jersey	3363
	Pennsylvania	6671
	Ohio	3205
	Michigan	3763
		35394

(At total active membership of 64,958, as of April 1, 1981, this equaled 54.4%)

15 biggest losers in %ages:

-12.0 Tennessee (100)
-12.5 Dist. Col. (84)
-12.5 Vermont (16)
-12.9 Kentucky (98)

-13.4 South Carolina (59)
-15.8 Idaho (22)
-15.6 Arkansas (39)
-15.5 Oklahoma (54)
-16.5 Mississippi (40)
-16.6 W. Virginia (51)
-21.2 New Mexico (44)
-21.4 South Dakota (12)
-21.6 Louisiana (129)
-24.2 Montana (52)
-24.4 Maine (29)

(Alaska and Puerto Rico omitted.)

(continued on page 4)

B. High and Low Salary Levels: Changes in % in Membership

HIGH:		LOW:	
CALIFORNIA	+ 41.6%	ALABAMA	- 9.8%
CONNECTICUT	+ 0.3%	ARKANSAS	-15.6%
MARYLAND	- 1.3%	IDAHO	-15.8%
MICHIGAN	+ 0.7%	KENTUCKY	-12.9%
NEW JERSEY	+ 9.2%	LOUISIANA	-21.6%
NEW YORK	+167.1%	MISSISSIPPI	-16.5%
OHIO	+ 1.4%	NEBRASKA	+12.4%
PENNSYLVANIA	- 3.3%	W. VIRGINIA	-16.6%

C. Collective Bargaining and Non-Collective Bargaining States

CB

CALIF	+41.6%	MD	- 1.3%	OH	+ 1.4%
CONN	+ 0.3%	MASS	- 6.2%	ORE	- 0.3%
DELA	+ 0.9%	MICH	+ 0.7%	PENN	- 3.3%
D.C.	-12.5%	MINN	+ 0.3%	RI	+ 1.6%
FLA	- 3.8%	MONT	- 24.2%	SD	-21.4%
HAWAII	- 0.4%	NEB	+ 12.4%	VT	-12.5%
IOWA	- 0.1%	NH	- 3.4%		
KANSAS	- 6.5%	NJ	+ 9.2%		
MAINE	- 24.4%	NY	+167.1%		

Non-CB

ALA	- 9.8%	KY	-12.9%	SC	-13.4%
ARIZ	- 6.8%	LA	-21.6%	TENN	-12.0%
ARK	-15.6%	MISS	-16.5%	TEXAS	- 9.2%
COLO	- 8.5%	MO	- 9.1%	UTAH	- 4.9%
GA	- 4.0%	NEV	n/c	VA	- 8.5%
IDAHO	-15.8%	NM	-21.2%	WASH	- 6.8%
ILLINOIS	- 6.2%	NC	- 7.4%	WISC	- 9.4%
IND	- 7.3%	ND	- 6.8%	WV	-16.6%
		OK	-15.5%	WY	n/c

to deal successfully with the grave problems confronting them. Competition is costly, divisive, and diverts attention from the most serious issues. I would welcome the joining of forces and close collaboration by the AAUP and AFT and NEA higher education affiliates in New York State, including association or affiliation, but the AAUP members and chapters in the state must play a central role in making that policy decision. The Conference and national officers of the AAUP alone should not make it."

Another New Yorker objected that the PSC includes stockmen, clerks, laboratory technicians and other persons who are not members of the academic community.

The meeting, however, postponed indefinitely a proposal by John Arents of CUNY's City College to revise the affiliation agreement so that AAUP chapters in CUNY, "or hereafter formed" in CUNY, not be subordinated to the PSC. The delegates acted after AAUP President Tom Yost noted that he had endorsed the affiliation from the beginning of negotiations with the PSC, and after AAUP General Counsel Julius Getman, a Yale law professor, stated that the affiliation could not be dissolved under the Association's constitution.

SUNY Next?

The takeover of the AAUP unit in CUNY by the AFT's local there raised the prospect that the Federation would soon move to capture the Association's members in the State University of New York (SUNY). But AAUP General Secretary Irving Spitzberg, Jr., contended in an interview that the Shankerites would not be able to move in on SUNY AAUPers because of the mess the AFT affiliate, the United University Professors, Inc. (UUP), made of its collective bargaining contract with the SUNY administration.

In 1978, SUNY became the only college or university put on the AAUP's blacklist of censured institutions because its administration lived up to its bargaining agreement. The agreement was negotiated by the UUP. The AAUP's report of the UUP, or Federation, blunder dealt with the dismissal of more than 100 tenured and nontenured SUNY faculty members in 1975 and 1976. The dismissals were made during financial retrenchment. The administration made no effort to show that the financial crisis warranted the dismissals.

Based on Union Contract

The committee found that the retrenchment program was based on Article 35 of the collective bargaining Agreement between the State of New York and United University Professions, Inc. Article 35 authorizes "the chancellor or his designee" to determine the level of organization at which the retrenchment will be applied -- university-wide, campus, department, unit, program, "or such other level of organization of the University as (he) deems appropriate."

The chancellor made the presidents of each of the 29 institutions of the university "his designee" for purposes of retrenchment. Required under the collective bargaining agreement to consult only as they thought appropriate, the local presidents employed varying procedural and consulting mechanisms.

The AAUP found that the central and local administrative actions violated sound academic practices. It found also that the retrenchment plan, authorized and set in motion unilaterally by the central University administration, was contrary to accepted standards relating to faculty participation in academic government. Although the actions taken were consistent with the provisions of Article 35 of the AFT's collective bargaining agreement, that circumstance did not clear the administration. The fact that the action was contractually permissible was not regarded by the Association as the determining factor.

The AAUP also stated that faculty members had few grounds upon which to grieve because the Agreement granted so much discretion to the administration. "Grievance after grievance was rejected," it wrote.

In recent correspondence with the AAUP, SUNY Chancellor Clifton Wharton, Jr., has reiterated the administration's position that its actions have been consistent with the collective bargaining agreement negotiated with the UUP.

The Shanker Connection

Part of the problem lay, perhaps, with the one-man domination of UUP by Albert Shanker, president of the AFT and the boss of the New York State United Teachers (NYSUT). (He wears several other hats; but, as someone suggested, his head is big enough to wear them.) The NYEA Advocate, published by the New York Educators Association, revealed that UUP President Samuel Wakshull put out feelers about running for a NYSUT vice-presidency against Shanker's candidate, Dan Sanders. On February 1, 1978, Shanker phoned Wakshull, told him to get out of the race, and then warned him to "play ball with Dan or there won't be much of a salary increase at SUNY this year."

Shanker, the Advocate reported, refused to lift a finger to help UUP in its salary negotiations until the NYSUT election was over and Wakshull had delivered UUP's votes to Sanders.

FINANCES

During the fiscal year, Jan. 1 - Dec. 31, 1980, the Association's budget moved from a large deficit in 1979 to a surplus in 1980. A surplus likewise has been projected for 1981. (See table, General Fund Budgets, 1979, 1980, 1981, pages 7 and 8.) Secretary-Treasurer Donald Cell (Cornell College, Iowa) said that about $170,000 of an expected increase in dues income for 1981 would result from the affiliation with the PSC. The rest of the projected gain is based upon a dues hike from a graduated structure of $12 to $45 to a flat $47. The Association assumes, he reported, that this would be offset by a net loss in membership this year of some 11 percent.

GENERAL FUND BUDGETS, 1979, 1980, 1981

($ in thousands)

Table 1: Summary of General Fund Budgets

	1979	1980	CHANGE 1979 to 1980		1980	1981 Forecast (as of 6/13/81)	CHANGE 1980 to 1981 Forecast	
			Change in $	As % of 1979			Change in $	As % of 1980
Income						$2,350	$345.0	17.0%
* Membership Dues	$1,954.2	$2,004.7	$50.5	2.6%	$2,004.7	[illegible]	[illegible]	[illegible]
Nondues Income	196.5	225.2	28.7	14.6	225.2	227.0	1.8	0.8
Total Income	**2,150.7**	**2,229.9**	**79.2**	**3.7**	**2,229.9**	[illegible] 2,584.0	[illegible] 354.0	[illegible] 16.0
Expenses								
Personnel Services	1,213.2	1,113.2	(100.0)	(8.2)	1,113.2	1,162.8	49.6	4.4
Travel Expenses	187.9	141.2	(46.7)	(24.9)	141.2	157.1	15.9	11.3
Office Expenses	359.6	356.4	(3.2)	(.9)	356.4	419.9	63.5	17.8
Contracted Services[1]	403.6	410.2	6.6	1.6	410.2	551.5	141.3	34.4
Subventions and Grants	144.8	126.3	(18.5)	(12.7)	126.3	146.6	20.3	16.1
Total Expenses	**2,309.1**	**2,147.3**	**(161.8)**	**(7.0)**	**2,147.3**	[illegible] 2,496.0	[illegible] 350.0	[illegible] 16.0
Excess of Income over Expenses (Expenses over income)	(158.4)[2]	82.6	241.0	152.1	82.6	[illegible] 88.0	(77.0)	(93.2)
Accrued Leave		59.8[3]			59.8[3]			
Loss in Market Value of Stocks and Bonds		10.9			10.9			
Balance with Adjustments	(158.4)	11.9	170.3	107.5	11.9	5.6	(6.3)	(52.9)

Footnotes follow Table 2.

Table 2: General Fund Budgets by Line Item

	1979 Actual	1980 Actual	CHANGE 1979 to 1980		1980	1981 Forecast	CHANGE 1980 to 1981 Forecast	
			Change in $	As % of 1979			Change in $	As % of 1980
Income						$2,350.0	$345.0	17.0%
* Membership Dues	$1,954.2	$2,004.7	$50.5	2.6%	$2,004.7	[illegible]	[illegible]	[illegible]
Contributions	31.5	35.4	3.9	12.4	35.4	35.0	(.4)	(1.1)
Subscriptions	41.7	33.5	(8.2)	(19.7)	33.5	35.0	1.5	4.5
Adv. (Academe)	31.5	23.9	(7.6)	(24.1)	23.9	20.0	(3.9)	(16.3)
Other Publications	19.8	14.5	(5.3)	(26.8)	14.5	20.0	5.5	37.9
Grants Overhead	10.0	18.3	8.3	8.3	18.3	57.0	38.7	211.5
Interest/Dividends	51.3	67.3	16.0	31.1	67.3	40.0	(27.3)	(40.6)
Miscellaneous	10.7	32.3	21.6	201.9	32.3	20.0	(12.3)	(38.1)
Total Income	**2,150.7**	**2,229.9**	**79.2**	**3.7**	**2,229.9**	[illegible] 2,584.0	[illegible] 354.0	[illegible] 16.0
Expenses								
Personnel Services								
Professional Salaries	492.1	476.4	(15.7)	(3.2)	476.4	539.0	62.6	13.1
Support Salaries	399.7	430.3	30.6	7.7	430.3	377.1	(53.2)	(12.4)
Employee Benefits	195.3	169.5	(25.8)	(13.2)	169.5	207.2	37.7	22.2
Contract Settlement	100.2	7.4	(92.8)	(92.6)	7.4	—	(7.4)	(100.0)
Contract Services	9.5	13.8	4.3	45.3	13.8	15.5	1.7	12.3
Honoraria	12.3	9.4	(2.9)	(23.6)	9.4	12.0	2.6	27.7
Employment Fees/Reloc.	4.1	6.4	2.3	56.1	6.4	12.0	5.6	87.5
Total Personnel Svcs.	**1,213.2**	**1,113.2**	**(100.0)**	**(8.2)**	**1,113.2**	**1,162.8**	**49.6**	**4.4**

(continued)

* Additional from CUNY (PSC) merger = $70,000

Table 2: General Fund Budgets by Line Item *(Continued)*

	1979	1980	CHANGE 1979 to 1980		1980	1981 Forecast	CHANGE 1980 to 1981 Forecast	
			Change in $	As % of 1979 Actual			Change in $	As % of 1980 Actual
Travel Expenses								
Staff Travel	95.0	66.0	(29.0)	(30.5)	66.0	66.2	.2	.3
Council Travel	36.1	41.5	(5.4)	(15.0)	41.5	58.9	17.4	41.9
Committee Travel	30.1	16.7	(13.4)	(44.5)	16.7	24.3	7.6	45.5
Chap./Conf./Other	14.8	11.1	(3.7)	(25.0)	11.1	4.3	(6.8)	(61.3)
Chap. & Delegate Subsidy	11.9	5.9	(6.0)	(50.4)	5.9	3.4	(2.5)	(42.4)
Total Travel	**187.9**	**141.2**	**(46.7)**	**(24.9)**	**141.2**	**157.1**	**15.9**	**11.3**
Office Expenses								
Postage/Express	92.5	68.5	(24.0)	(30.0)	68.5	105.0	36.5	53.3
Rent (net)	141.8	159.6	17.8	12.5	159.6	163.1	3.5	2.2
Supplies/Misc.	20.9	30.9	10.0	47.9	30.9	25.0	(5.9)	(19.1)
Telephone/Telegraph	64.8	61.4	(3.4)	(5.2)	61.4	85.0	23.6	38.4
Xerox Expenses (net)	11.4	14.7	3.3	30.0	14.7	20.0	5.3	36.1
Office Equipment - Rental & Maintenance	18.9	6.1	(12.8)	(67.7)	6.1	3.7	(2.4)	(39.3)
Depreciation of Equip.	—	7.1	7.1	—	7.1	11.0	3.9	54.9
Books and Subscriptions	6.7	4.4	(2.3)	(34.3)	4.4	3.8	(.6)	(13.6)
Insurance/Dues	2.6	3.7	1.1	42.3	3.7	3.3	(.4)	(10.8)
Total Office Expenses	**359.6**	**356.4**	**(3.2)**	**(.9)**	**356.4**	**419.9**	**63.5**	**17.8**
Contracted Office Services								
Legal	10.3	34.8	24.5	237.9	34.8	35.0	.2	.6
Consultant	15.5	8.4	(7.1)	(45.8)	8.4	4.5	(3.9)	(46.4)
Audit	10.0	11.0	1.0	10.0	11.0	15.0	4.0	36.4
Contract-Committee Z[1]	—	30.0	30.0	-	30.0	116.0	86.0	286.7
Data Processing	86.2	96.8	10.6	12.3	96.8	75.0	(21.8)	(22.5)
Printing								
Academe	161.1	121.0	(40.1)	(24.9)	121.0	148.0	27.0	22.3
Membership Materials	44.3	38.4	(5.9)	(13.3)	38.4	60.0	21.6	56.2
Small Job Printing/ Layout/Clipping	23.6	41.8	18.2	77.1	41.8	55.0	13.2	31.6
Mailing Lists	14.9	9.0	(5.9)	(39.6)	9.0	18.0	9.0	100.0
Mailing Services	37.7	19.0	(18.7)	(49.6)	19.0	25.0	6.0	31.6
Total Contr. Services	**403.6**	**410.2**	**6.6**	**1.6**	**410.2**	**551.5**	**141.3**	**34.4**
Subventions & Grants								
Grants-Conferences	93.4	56.2	(37.2)	(39.9)	56.2	70.5	14.3	25.4
Grants-CB	43.0	66.1	23.1	53.7	66.1	72.0	5.9	9.0
Scholarships & Other	8.4	4.0	(4.4)	(52.4)	4.0	4.1	.1	2.5
Total Subv. & Grants	**144.8**	**126.3**	**(18.5)**	**(12.7)**	**126.3**	**146.6**	**20.3**	**16.1**
Total Expenses	**2,309.1**	**2,147.3**	**(161.8)**	**(7.0)**	**2,147.3**	[illegible]	[illegible]	[illegible]
Excess of Income over Expenses (Expenses over income)	(158.4)[2]	82.6	241.0	152.1	82.6	[illegible] 98.0	(77.0)	(93.2)
Accrued Leave		59.8[3]			59.8[3]			
Loss in Market Value of Stocks and Bonds		10.9			10.9			
Balance with Adjustments	(158.4)	11.9	170.3	107.5	11.9	5.6	(6.3)	(52.9)

[1] Contract—Committee Z: During the first eight months of 1980 and previously, Committee Z expenses were listed on other lines, chiefly under professional and support staff salaries and benefits, office expenses, and printing.

[2] 1979 Balance: A late bill of $11.9 for the 1979 Annual Meeting, which has been entered as a reduction of miscellaneous income, increased the 1979 deficit by this amount. (The auditor's report recorded this 1979 expense as an adjustment to the 1980 accounts.)

[3] Accrued Leave: The greater part of this $59.8 liability for accrued leave accumulated prior to 1980 but is reported here under new accounting rules. It is expected that approximately $30.0 of this will eventually be paid in cash and the remainder taken as leave.

Dues

AAUP dues are: Active members -- $47 a year. This will rise to $49 in 1982, and will be indexed beginning in 1983. Graduate students and emeritus members -- $10. Public and associate members -- $30. Members leaving the academic profession -- Choice of active membership or public membership. Former active unemployed members -- $25 (eligible for 2 years). Non-tenured faculty (1st 2 years) -- $32.90. Part-time faculty -- $25. Spouse of active member -- $23.50.

Payroll Deduction and Special Exceptions

Institutions	No. of members 10/1/80	No. of members 4/1/81	Amount per member 10/1/80	Amount per member 4/1/81	Dollar amount '81
Association of Pennsylvania State College and University Faculty	3,783	3,700	$ 16.50	$ 18.50	$ 68,450
University of Hawaii	2,788	2,660	15.00	15.00	39,900
Kent State	380		40.00	(47.00)	
New Jersey College of Medicine & Dentistry	162		43.00	(")	
University of Rhode Island	433		32.00	(")	
Western Michigan University	800		38.75	(")	
California Univ. (3 schools)		616		12.00	7,392
California Faculty Assn.		2,963		8.00	23,704
City Univ. of New York		9,160		20.00	183,200
	8,346	19,099			$322,646**
Total members on payroll deduction	25,890	36,290*			

* Of the 36,290 members on payroll deduction there are 34,974 active members
1,043 agency shop fee payers (most of whom are under special arrangements)

**Not included in these figures are agency shop fee payers at Rutgers who will pay approximately $20,000 in 1981.

Unpaid active members as of 5/1/81 9,557

INCOME ESTIMATE (6/1/81)

Payroll deduction		No.	Dollar amount
Special arrangements		19,174	$ 342,646
Active at $47		16,843	791,621
Total P/D		36,017	1,134,267
Active at $47	1.	31,197	1,466,259
Attrition at 16%	2.	26,000	1,222,000
Attrition at 23%	3.	24,000	1,128,000
Money in hand	4.	20,000	940,000
Category membership			
Part-time at $25		600	15,000
Graduate and Emeritus at $10		6,000	60,000
Public at $30		600	18,000
Associate at $30		950	28,500
Total category		8,150	121,500
TOTAL	1.	75,364	2,722,026
	2.	70,167	2,477,767
	3.	68,167	2,383,767
	4.	64,167	2,195,767

COLLECTIVE BARGAINING

AAUP chapters at 57 institutions, consisting of 104 campuses, hold collective bargaining rights. The Association's chief targets for winning bargaining elections in the coming year are the Twin Cities campus of the University of Minnesota with more than 2,200 faculty, and the 19-campus California State College and Universities (SCUC) system with some 21,000 faculty. At Minnesota, the AAUP will be in opposition to the MEA/NEA. In California, the AAUP is in a merged group representing SCUC members of CTA/NEA, AAUP and the California State Employees Association (CSEA) in a contest with the United Professors of California, an AFT affiliate.

In his 5,000-word report to the meeting, General Secretary Spitzberg said that the competition in the collective bargaining sector between and among the AAUP, the NEA and the AFT is "healthy and provide faculty with an interesting set of collective bargaining choices." He added that the Professors must explore further involvement of their relationship with NEA and the AFT in bargaining.

"This year's affiliation of the Professional Staff Congress with the AAUP," Spitzberg pointed out, "is a step toward further cooperation. Our joint venture with the NEA and the CSEA is another example of cooperation.

Conversations with NEA and AFT

"To this cooperative end, the executive committee has appointed a discussion committee to be chaired by Professor Robert A. Gorman to the University of Pennsylvania, which will conduct more formally conversations which have begun this year on terms and conditions affecting the relationship of the AAUP with the NEA and AFT.

"Without awaiting the outcome of these discussions, it is clear as we deal with the external policy challenges we must work closely and carefully with both of the other national organizations in response to the broad attack on financial support for higher education. Of course all of these discussions will be informed by a commitment to the maintenance of the independence of the AAUP as a professional association serving both collective-bargaining and non-collective-bargaining faculty across the country, and the protection of the integrity of principled positions as we confront policy changes."

CB Increases Collegiality

David Newton of Central Connecticut State College, secretary of the collective bargaining congress, told the delegates that collective bargaining had increased, not reduced (as some members had feared), collegiality among the faculty on bargaining campuses. The major problem, he said, was "the managerial class." He suggested that AAUP members use the term "administrators" rather then "managers" when referring to their institutional high command.

The national AAUP, Newton reported, had improved its liaison with collective bargaining chapters. It plans to engage in more intensive field work, as evidenced by the fact that the Association will open an office in St. Louis before the beginning of the fall academic session, manned by Associate Secretary Bob Kennedy.

STATE CONFERENCES

The 44-member assembly of state conferences expressed disgruntlement over the difficulty of enrolling younger faculty members due to competition from the NEA and the AFT. The assembly succeeded in pushing through a new dues level to provide that non-tenured faculty may pay dues of 70 percent of active membership taxes for the first two years of academic employment. That was considered a major recruitment plum.

Spitzberg told the assembly that the national office would step up membership drives in the conferences with new staff and better membership materials. The present materials don't exactly spin the propeller on your beanie.

Poor Resources

Assembly President Neill Megaw of the University of Texas complained that the state conferences do not receive the financial support that they need from the national organization, and that "many conferences are without resources of any kind."

Megaw was succeeded as chairman of the state conference group by Wilfred Kaplan, a University of Michigan mathematician and a 35-year veteran of riding the AAUP seesaw. Sylvia F. Pines, a mathematics professor of Hofstra University, succeeded Norman Ferris of Middle Tennessee State University as secretary.

RAILING AT REAGAN

The AAUP, in the word of Morton Tenzer of the University of Connecticut, chairman of the government relations committee, deplored that "President Reagan tells us the only problem is reducing the budget -- not what's at the end of the rainbow."

The Professors broke away from what The Washington Post called their "polysyllabic palaver" -- which induced torpor during much of their meeting -- to rail at the crisis confronting higher education as a result of the President's proposed budget cuts. They attacked the proposal to slash student loan funds, maintaining that "the drive for educational opportunity has been powered by Federal funds." "We are asked," they charged, "to turn the clock back...and to stop the momentum which promises to produce additional growth in enrollments." They attacked the Reagan administration for rejecting "the right of middle-income families to share in educational programs available through the Federal government."

The delegates condemned the Reaganites for having "given priority to private investment in industrial plant and to national defense at the sacrifice of investment in human resources." And they opposed tuition tax credits, Federal legislation regulating admissions tests and efforts to "dismantle or alter" the Department of Education. They supported legislation to reverse the Supreme Court's Yeshiva decision involving the right of faculty to organize and bargain collectively.

Women

The AAUP's committee on the status of women in the academic profession blasted the Reagan budget cuts for the harm they will do "not only to women in academic life, but to our national goal of providing equal opportunity and equal access to education for all." The committee was especially upset that the administration program would eliminate the recruiting and training of more young women for careers in science and would end financial support for women scientists. It stated that "since women represent a majority of elementary and secondary schoolteachers, cuts in programs designed to upgrade teacher training in science are particularly devastating."

It also foresaw the elimination of the Women's Education Equity Act, designed to provide better and more equitable educational opportunities for women in elementary and secondary schools as well as in colleges and universities.

The committee took swipes at proposed cuts in funds for the Equal Employment Opportunity Commission, complaining it would be harder for women to get redress for discriminatory employer practices; for the Legal Services Corporation, pointing out that 70 percent of the agency's clients are women; for the Comprehensive Education and Training Act, citing the fact that 70 percent of the participants are women; and in Social Security minimum benefits, estimating that 75 percent of those who will lose the minimum benefit of $122 a month are women.

Reagan Writes a Laugher

President Reagan's "warm greetings" to the Association drew ironic laughter from the 400 or so delegates. "Your guidance, leadership and examples are more important than ever in maintaining the spirit and quality of higher education," wrote the chief executive in the first message a President has ever sent to an AAUP meeting. "The nation deeply appreciates your dedicated service to learning."

A delegate from Adelphi University urged the meeting "to thank the President and ask him to join us in this effort -- in effect, asking him to put his money where his mouth is."

ERA

The Association called upon those states which have not done so to ratify the Equal Rights Amendment. It was convinced that the amendment would "significantly aid in the removal of discriminatory barriers based on sex in higher education, as well as in other areas."

"CREATION-SCIENCE" AND PUBLIC SCHOOL TEACHERS

The Association unanimously adopted a resolution calling on state governments to reject "creation-science" legislation that requires "balanced treatment" of "creation-science" and evolution in public schools.

A factor in the Association's opposition to such curricula was the presumption that the legislation would compel faculty members who educate teachers to be trained in "creation-science" so that they could educate their students accordingly. The Professors said the legislation, "by requiring that a religious doctrine be taught as a condition for the teaching of science, serves to impair the soundness of scientific education preparatory for college study and to violate the academic freedom of public school teachers."

FREEDOM OF TRAVEL

The AAUP called upon Congress to repeal laws which deny visas to persons intending to visit the U.S. on nonimmigrant status for bona fide academic reasons because of their political beliefs or associations. Such measures, it said, "impede the free circulation of ideas which is essential to ensure intellectual creativity among faculty and students." AAUP President Yost noted that the president of the Association's British counterpart was denied entry into the U.S. because he was a Communist.

SALARIES AND COMPENSATION

The average salary of instructional personnel (professors, associate professors, assistant professors and instructors) -- from the most prestigious universities to two-year junior colleges for 1980-81 was $23,650, an AAUP study showed. Average compensation amounted to $27,950. (Compensation includes salary plus fringe benefits such as contributions to Social Security and retirement programs, various types of insurance, unemployment and women's compensation and tuition for faculty children.)

Salaries increased an average of 8.7 percent over 1979-80; compensation, 9.3 percent. But the buying power of faculty members during the last 10 years has decreased by 21 percent, the AAUP reported.

Highest salaries and compensation (an average of $36,000 and $43,150, respectively) were received by full professors at private independent institutions. Harvard's average salary of $41,700 and average compensation of $50,900 for full professors led the nation. Lowest average salary ($11,600) and compensation (13,070) were paid to instructors in two-year colleges.

Women's Salaries Lower Than Men's

The average salaries in 1980-81 for men and women by rank, the report showed, were: Professor -- men, $31,420; women $28,250. Associate professor -- men, $24,020; women, $22,290. Assistant professor - men, $19,800; women, $18,300. Instructor - men, $15,990; women, $14,870.

The study also showed that women faculty members trailed the men in percentage increases in all ranks from 1976-77 to 1980-81.

BLACKLIST

Delegates added two colleges, Bridgewater State College in Massachusetts and Harris-Stowe State College, St. Louis, to its list of censured administrations. Censure is the method by which the AAUP notifies the academic community that administrations of particular institutions have taken action contrary to "generally accepted principles" of academic freedom and tenure established by the Association jointly with the Association of American Colleges and endorsed by more than 100 professional societies and organizations in higher education.

Removed from the blacklist were Grambling State University in Louisiana and the Detroit Institute of Technology. In the latter case, the action was not unlike resurrecting a corpse and draping it in Sunday-go-to-meeting clothes inasmuch as the Institute closed its doors last May 3.

The AAUP would like professors to refrain from accepting appointments at the 45 institutions on its list, but how do you persuade a hungry teacher to stay away from meat and potatoes? Matthew Finkin of Southern Methodist University answered that question in announcing, as chairman of the committee on academic freedom and tenure, that Philander Smith College in Little Rock, Arkansas, had promised to shape up to AAUP standards after being censured last year. "I'm glad to know," commented Finkin, "that censure packs a wallop somewhere." The Association agreed to remove Philander Smith from purgatory if it adopted certain regulations as it has promised.

MOYNIHAN AWARD, THE NEA AND THE DEPARTMENT OF EDUCATION

The Association conferred its annual award for higher education writing on Sen. Daniel Patrick Moynihan (D., N.Y.) for an article in Harper's magazine on "how the government nationalized American universities" -- except that the Senator failed to show up to accept the honor. Perhaps, mused one observer, he was too busy on Capitol Hill fighting for his bill to grant tuition tax credits to parents who send their offspring to private schools, which the AAUP, incidentally, opposes.

In his Harper's article, Moynihan lamented that "elementary and secondary school teachers had fashioned themselves into an aggressive national lobby." "In 1966," he wrote, "the National Education Association endorsed the Democratic candidate for president, in return for a pledge to establish a Department of Education. This was done in 1979."

Domination by "Elementary and Secondary Interests" Feared

"What role had higher education in this momentous decision? As near as possible to none. Many of the principal organizations representing colleges and universities in Washington professed neutrality. Others were opposed to the creation of such a department because they felt it would be dominated by elementary and secondary interests. But any such latent opposition was effectively squelched by the Carter administration, which was nothing if not direct in making the interest of the state clear to leaders of the universities and making clear also that the interests of the state came first. Thus, on February 1, 1979, the executive committee of the Association of American Universities was summoned to the White House. The presidents of seven major universities, including Purdue, Iowa, Stanford and Indiana, were greeted by six senior administration officials: Vice-President Mondale, presidential science adviser Frank Press, presidential domestic policy adviser Stuart Eizenstat, education aide Elizabeth Abramowitz, Commissioner of Education Ernest Boyer, and Assistant Secretary of HEW Mary Berry.

"They were told in explicit terms that the president was committed to the department and they were not to oppose it if they did not want their own programs cut. They did not oppose."

Moynihan and Tenure

Robert Wolfson, a council member from Syracuse University, objected to the Moynihan anointment because, he declared, the Senator had weakened the tenure system in New York. He didn't say how.

Former AAUP President Martha Friedman of the University of Illinois pointed out that the award was based on "individual merit." Friedman told a reporter that she had not read the article and, indeed, that "I don't read Harper's." She is a librarian.

OFFICERS AND STAFF

The AAUP's policies are established by the annual meeting of delegates. Between meetings, its governing body consists of 4 officers and 30 members of the council. Officers are Henry T. Yost of Amherst, president; Robert Gorman of the University of Pennsylvania, 1st vice-president, Judith Jarvis Thompson of the Massachusetts Institute of Technology , 2nd vice-presdient; and Donald Cell of Cornell College, Iowa, secretary-treasurer.

A staff of 17 professionals, headed by General Secretary Irving Spitzberg, Jr., carries out the activities of the Association. The AAUP has two field offices in New York City and San Francisco, and will open a third in St. Louis later this summer.

NOTES

If an AAUP member calls the heavyweight grunt on the wrestling team a "dumb jock," or refers to a professor of parapsychology as a"jackass," he can be protected against libel by paying $30 a year to the Association's professional liability plan -- if he made such allegations in the line of professional duty. The limit of liability is $500,000. The plan includes protection against libel, slander, defamation of character and actions arising from decisions made as a member of a tenure evaluation body. Also in connection with dismissal, suspension, disciplinary sanction or layoff of a faculty member, judgments relating to salary, promotion, rank, leaves of absence, work assignments, resignations or other professional rights, duties and responsibilities of fellow employees of the employing institution.....Sex discrimination? Instructors at George C. Wallace State Community College in Selma, Alabama, receive an average salary of $19,500; those at Lurleen B. Wallace State Junior College make only $18,600 on the average.

Various AFT types, resembling androids, were seen lurking about the premises.....The Association plans to beef up its journal, Academe. One observer observed that it would have a tough time beefing it down. One complaint of its readers is that it's not self-assured enough to tolerate much controversy or dissent. Which may be one reason advertising in the publication is almost nonexistent.....The few Black delegates held a caucus in a phone booth.....A number of state conferences plunged into the red when some staffers at national headquarters fouled up their dues payments records. The staffers blamed it on computers; their bosses blamed it on them. They lost, as they learned when they were fired.

James Barlow, a delegate from the City College of New York and a member of the CUNY chapter, remonstrated with the AAUP moguls for affiliating with the PSC without proper consultation with chapter members. "Quit popping things on us!" he blurted.....Secretary David Newton of the collective bargaining congress asserted that bargaining "goes on in any event whether the chapter is a collective bargaining chapter or not." .....A professor of engineering, noting a colleague wearing a red blazer and a funny expression, commented that he appeared to be "a half bubble off plumb."

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